

MAY 21, 2002 ADDENDUM

Hanford Site Workforce Restructuring Plan

U.S. Department of Energy, Richland Operations Office

U.S. Department of Energy, Office of River Protection

Synopsis of Changes from 1995 Plan as amended by the 1996 Addendum

The opening paragraph to this addendum states that the Plan applies to all major onsite contractors and their integrated subcontractors.

Part I – Public Involvement

EMPLOYEE AND COMMUNITY NOTIFICATION

The Plan is updated to describe announcement of “Done in a Decade” and “Hanford 2012: Accelerating Cleanup and Shrinking the Site,” which describe workscope projections for RL projects and anticipated changes during the same period in the Office of River Protection (ORP) activities. The expectation for workforce adjustments for skill mix that result in periodic reductions of force for both RL and ORP projects is announced with this statement in this addendum. Publication of this expectation in this addendum serves as employee and public notice of anticipated periodic reductions of force as needed to rebalance the skill mix of the Hanford workforce.

Part II – Background

INTRODUCTION

The Plan is updated to add the Hanford 2012 plan to accelerate cleanup and shrink the site, following the background update of the 1996 addendum regarding the January 10, 1996 restructuring announcement. Project workscope for both RL and ORP projects is described. The need is identified for limited and intermittent reductions of force as a result of completion of projects, or completion of types of work under phases of projects, and resources are shifted to new projects or to the next phases of the projects and skill mix of the workforce needs rebalancing.

Hanford Site Initiatives

Hanford Site headcount by prime contractors on page 9 of the Plan is updated to show the prime contractors and headcount as of March 2002.

OBJECTIVE

The first paragraph of the Objective section in the Plan is replaced and a new sentence is added stating implementation of enhanced benefit programs is contingent on the availability of funds because Section 304 of the Fiscal Year 1998 Energy and Water Appropriations Act specifies costs for enhanced benefits for reductions of force must be funded by specific Congressional appropriation for these programs.

ELIGIBILITY CRITERIA

Eligibility criteria revised by the November 1996 addendum is again revised to delete the date of the general announcement of the 1996 reductions of force from the criteria. The new criterion is the date of the “workforce restructuring notification” (no specific date stated). The number of hours intermittent workers, including construction workers, must have worked is not stated. The number of hours intermittent workers must have worked to be eligible for enhanced separation benefits will be computed based on the number of regular work hours from September 27, 1991, to the date of the public announcement of impending reductions of force at Hanford.

Part III – Options To Minimize Layoffs

WORKFORCE PLANNING

The workforce planning section of the Plan was revised by the 1996 addendum to include a list of the Common Occupational Classification System (COCS) codes. Since the COCS codes may be revised from time to time, the 1996 addendum is revised to state that workforce planning will be conducted in accordance with the COCS codes approved and in use at that the time of the planning.

Part IV – Programs for Separated Workers

MEDICAL BENEFITS

The Medical Benefits section of the Plan is expanded to more fully describe medical benefits options for displaced employees. Displaced employees may elect DOE Displaced Worker Medical Benefits, normal COBRA benefits, or may elect to terminate medical coverage. The new description of these options follows at the end of the existing narrative in the Medical Benefits section of the Plan.

Involuntary Reduction of Force (IROF)

The IROF section of the plan, as amended in November 1996, is modified to allow for repayment of severance on a pro rata basis. If a contractor rehires an involuntarily-separated employee before the completion of the full period for which severance was paid, the severance must be repaid on a pro rata basis to restore service credit recognition. For example, if an individual received 15 weeks of severance and is rehired after 10 weeks, 5 weeks of separation pay must be repaid. If the employee does not choose to repay the severance to restore service credit, the employee will be treated as a new hire without restoration of prior service credit.

Part V – Special Programs

OUTPLACEMENT ASSISTANCE

The Outplacement Assistance section of the Plan, as amended by the November 1996 addendum, is now amended to show that the ongoing outplacement assistance resource for Hanford is now WorkSource Columbia Basin, which is maintained by the Washington State Employment Security Department. Hanford contractors may enhance outplacement services or contract with vendors to provide supplemental services on an as-needed basis, with Contracting Officer approval.